

**2019-2020 P-TECH and ICIA Planning Grant****COMPETITIVE GRANT Application Due 5:00 p.m. CT, Thursday, December 13, 2018**

NOGA ID

Authorizing legislation

GAA, Article III, Rider 67, 85th TX Leg, Regular Session, 2017, and TEC §§29.551-29.556 and §29.908

Applicants must submit one original copy of the application and two copies of the application (for a **total of three copies of the application**). All three copies of the application **MUST** bear the signature of a person authorized to bind the applicant to a contractual agreement. **Applications cannot be emailed.** Applications must be received no later than the above-listed application due date and time at:

Document Control Center, Grants Administration Division

Texas Education Agency

1701 N. Congress Avenue

Austin, TX 78701-1494

Grant period from

**March 1, 2019 - August 31, 2020**☒ Pre-award costs are not permitted.**Required Attachments**

Attachment 1: Documentation of Collaboration

**Amendment Number**

Amendment number (For amendments only; enter N/A when completing this form to apply for grant funds):

**Applicant Information**

Organization San Antonio ISD (SAISD) CDN 015907 Vendor ID ESC 20 DUNS 069451631

Address 141 Lavaca Street City San Antonio ZIP 78210 Phone 210-554-2280

Primary Contact Johnny Vahalik Email jvahalik1@saisd.net Phone 210-554-2610

Secondary Contact Jaime Guzman Email jguzman5@saisd.net Phone 210-554-2535

**Certification and Incorporation**

I understand that this application constitutes an offer and, if accepted by TEA or renegotiated to acceptance, will form a binding agreement. I hereby certify that the information contained in this application is, to the best of my knowledge, correct and that the organization named above has authorized me as its representative to obligate this organization in a legally binding contractual agreement. I certify that any ensuing program and activity will be conducted in accordance and compliance with all applicable federal and state laws and regulations.

I further certify my acceptance of the requirements conveyed in the following portions of the grant application, as applicable, and that these documents are incorporated by reference as part of the grant application and Notice of Grant Award (NOGA):

- |   |   |
|---|---|
| <input checked="" type="checkbox"/> Grant application, guidelines, and instructions | <input checked="" type="checkbox"/> Debarment and Suspension Certification      |
| <input checked="" type="checkbox"/> General Provisions and Assurances               | <input checked="" type="checkbox"/> Lobbying Certification                      |
| <input checked="" type="checkbox"/> Application-specific Provisions and Assurances  | <input checked="" type="checkbox"/> ESSA Provisions and Assurances requirements |

Authorized Official Name Pedro Martinez Title Superintendent of Schools

Email pmartinez1@saisd.net Phone 210-554-2200

Signature  Date 12-11-2018Grant Writer Name Hannah Sullivan Signature  Date 12/11/18☒ Grant writer is an employee of the applicant organization. ☐ Grant writer is not an employee of the applicant organization.

Application stamp-in date and time

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**Shared Services Arrangements**

**X** SSAs are not permitted for this grant.

**Identify/Address Needs**

List up to three quantifiable needs, as identified in your needs assessment, that these program funds will address. Describe your plan for addressing each need.

Quantifiable Need	Plan for Addressing Need
In the Alamo WDA, the TWC expects the overall need for healthcare practitioners to grow by at least 27% over the next 6 years as well as the need for 10,500 new highly skilled healthcare practitioners.	The Fox Tech Nursing P-TECH will provide the highly skilled healthcare professionals to help meet regional and local workforce demands, especially the demand for Registered Nurses (RNs).
Although 60% of San Antonio's residents, Hispanics are underrepresented within healthcare. Since 1980, the number of Hispanic physicians per 100,000 Hispanics in the U.S. have declined by 22% reflecting a shortage.	Hispanic students comprise 90% of SAISD and 93.5% of Fox Tech High School. The Fox Tech Nursing P-TECH student body will primarily reflect the District-wide demographics.
San Antonio's need to full the demand for healthcare practitioners grows as it struggles to provide adequate education and training, especially in SAISD where 80-90% of its residents have no college education.	P-TECH programs are a proven way to address barriers to timely high school (HS) and postsecondary degree completion, particularly for low income students. Fox Tech's Nursing P-TECH will improve students' chances of graduating HS, earning a college degree by HS graduation, and earning substantial college credit in HS.

**SMART Goal**

Describe the summative SMART goal you have identified for this program (a goal that is Specific, Measurable, Achievable, Relevant, and Timely), either related to student outcome or consistent with the purpose of the grant.

San Antonio Independent School District (SAISD) seeks a planning grant to establish a P-TECH program at Fox Tech Health and Law Professions High School (Fox Tech) where 72.7% of students are economically disadvantaged. In partnership with San Antonio College (SAC), Metropolitan Methodist Hospital (MMH) and San Antonio Works (SA Works), SAISD's Career, College, and Military Readiness (CCMR) Department and Fox Tech will deliver an implementation plan and establish the foundational implementation elements of a school-within-a-school P-TECH and ICIA Nursing Pathway for the 2020-2021 school year to TEA by January 15, 2020.

**Measurable Progress**

Identify the benchmarks that you will use at the end of the first three grant quarters to measure progress toward meeting the process and implementation goals defined for the grant.

**First-Quarter Benchmark**

SAISD will complete the following for the first grant quarter:

- 1.1. Draft Memorandum(s) of Understanding between SAISD and Metropolitan Methodist Hospital
- 1.2. Draft Memorandum(s) of Understanding between SAISD and San Antonio College
- 1.3. Draft Articulation Agreements between SAISD and San Antonio College
- 1.4. Begin and document P-TECH Leadership Design Team meetings

**Measurable Progress (Cont.)****Second-Quarter Benchmark**

SAISD will complete the following for the second grant quarter:

- 2.1. Document meetings between SAISD and Metropolitan Methodist Hospital
- 2.2. Document meetings between SAISD and San Antonio College
- 2.3. Document meetings between SAISD and Workforce Solutions Alamo
- 2.4. Document progress on expansion of course sequence between SAISD and San Antonio College

**Third-Quarter Benchmark**

SAISD will complete the following for the second grant quarter:

- 3.1. Determine recruitment and enrollment plan for Fox Tech Nursing P-TECH with general timeline and planned activities
- 3.2. Conduct site visits to exemplary and best practice P-TECH programs
- 3.3. Coordinate curriculum alignment with SAC and MMH
- 3.4. Provide relevant and necessary professional development, procure supplies and materials, and other expenses related to accomplishing the objectives of the P-TECH program

**Project Evaluation and Modification**

Describe how you will use project evaluation data to determine when and how to modify your program. If your benchmarks or summative SMART goals do not show progress, describe how you will use evaluation data to modify your program for sustainability.

Student-level academic data for Fox Tech Nursing P-TECH, including achievement and attendance, will be stored in a comprehensive internal database and tracked every three weeks using SAISD's long-established data collection procedures. Fox Tech personnel will be identified to ensure students' daily attendance, grades, standardized test scores, graduation rates, and college enrollment rates are recorded and reported to SAISD Office of Accountability, Research, Evaluation, and Testing (ARET) throughout each year. ARET personnel will analyze all of this data to determine P-TECH's impact on these traditional measures of student success at least twice each year.

Bi-monthly Leadership Design Team meetings will provide opportunities for the Fox Tech Principal to ensure that any problems with project implementation are addressed immediately via readership and directives from Superintendent Pedro Martinez.

**Statutory/Program Assurances**

The following assurances apply to this grant program. In order to meet the requirements of the grant, the grantee must comply with these assurances. Check each of the following boxes to indicate your assurance.

- ☒ Program funds will supplement (increase the level of service), and not supplant (replace) state mandates, State Board of Education rules, and activities previously conducted with state or local funds; state or local funds may not be decreased or diverted for other purposes merely because of the availability of these funds; program services and activities to be funded from this grant will be supplementary to existing services and activities and will not be used for any services or activities required by state law, State Board of Education rules, or local policy.
- ☒ The application does not contain any information that would be protected by the Family Educational Rights and Privacy Act (FERPA) from general release to the public.
- ☒ Applicant agrees to track and report all Performance Measures defined in the 2019-2020 P-TECH and ICIA Planning Grant Program Guidelines and shall provide TEA any performance data necessary to assess the success of the school.
- ☒ Grantee will develop a P-TECH and ICIA Implementation Plan, based on the P-TECH and ICIA Blueprint and in the template format to be provided by TEA, which will be submitted to TEA for review and approval prior to applying for the 2019 -2020 P-TECH and ICIA designation.

**THE FOLLOWING ASSURANCES ARE REQUIRED BY STATUTE:**

- ☒ P-TECH and ICIA schools will provide participating students with flexibility in class scheduling and academic mentoring.
- ☒ The P-TECH and ICIA school will be open enrollment. Enrollment decisions will not be based on state assessment scores, discipline, history, teacher recommendations, minimum grade point average (GPA) or any other criteria that create barriers for student enrollment.
- ☒ The P-TECH and ICIA schools will allow participating students to complete high school and, on or before the sixth anniversary of the date of the student's first day of high school: receive a high school diploma, an associate degree, a two-year postsecondary certificate, or industry certification; and complete work-based education through an internship, apprenticeship, or other job training program
- ☒ P-TECH and ICIA programs will be provided at no cost to participating students.
- ☒ P-TECH and ICIA schools will ensure that the students are entitled to the benefits of the Foundation School Program in proportion to the amount of time spent by the student on high school courses, in accordance with rules adopted by the commissioner, while completing the program/course of study established by the applicable IHE articulation agreement or Industry/Business Partner memorandum of understanding.

**Statutory Requirements**

1. Describe the recruitment and enrollment plan. Include a general timeline and describe the specific activities planned to serve the target population.

The Nursing P-TECH program at Fox Tech High School will be operated as a no-cost, open-enrollment "school-within-a-school" where all SAISD and out-of-district students will be eligible for enrollment. To ensure subpopulations of at-risk students are included in recruitment and enrollment processes, approximately 80% of the seats will be reserved for in-district students including but not limited to those who are at-risk of dropping out, economically disadvantaged, English Language Learners, or those who have failed a state administered assessment. Recruitment plans will include: a timeline for marketing materials; methods used to obtain input about program from parents, community, business, and postsecondary partners; and regular activities to educate students, parents, counselors, community, staff, and school board members.

Housed at the historic Fox Tech campus, the Nursing P-TECH will include pathways to become a Nurse including a Licensed Registered Nurse. In its first implementation year, Fox Tech anticipates recruiting fifty (50) students in the Nursing P-TECH program. Enrollment decisions will mirror the District's other Choice Schools and Programs where interested students and families apply within an application window, typically late November to the last day of January. If student interest exceeds the school or program capacity, lotteries are held for entry grades (9th for Fox Tech) each year. The lottery is a blind, randomized, computerized process done at the district-level. All lotteries are held after the open enrollment period, with all students notified of their final status by mid-spring.



**Statutory Requirements (cont'd)**

2. Describe the course of study that the school is planning to offer and how it expands upon current offerings. Include how the course of study will enable a student to combine high school courses and postsecondary courses and identify crosswalks, sequence of courses, degrees/certificates/certifications earned, and work-based education that will be available to students at every grade level. Describe how the selected course of study will address regional workforce needs.

Lying at the nexus of an aging population in the U.S., nationwide demand for healthcare professionals continue to rise. According to the U. S. Department of Health and Human Services, registered nurses (RNs) are especially in demand with Texas demonstrating the second highest RN shortage in the nation—or a shortage of 15,900 Texas RNs. Similarly, Workforce Solutions Alamo projects needs for an additional 2,070 Nursing Assistants (28.2%), 1,670 (22.3%) Licensed Nurses, and 5,800 (30.6%) Registered Nurses between 2014 to 2024 (2017 Targeted & Demand Occupations List, Workforce Solutions Alamo).

To address regional workforce needs, SAISD will collaborate with SAC faculty and administrators, SA Works staff, and Metropolitan Methodist Hospital personnel and leadership to establish course sequences and articulate agreements that will allow Fox Tech's Nursing P-TECH students to earn: industry-recognized certificates in Nursing; an Associate of Applied Science (AAS) degree in Nursing; or 45 hours of college credit towards a four-year Nursing degree along with their high school diploma. Fox Tech's Nursing P-TECH students will have up to six years to complete all requirements for their high school diploma and industry Nursing certificate or AAS Nursing degree along with all required work-based learning experiences.

In pursuit of the belief that all students are capable of meeting their pull potential, Fox Tech prepares its students for higher levels of learning with a focus on health and law through a campus-wide culture based on positive relationships, rigorous instruction, and innovative teaching practices. Currently, students interested in pursuing careers in health and law industries receive focused instruction, clinical rotations at partnering hospitals, mentorship opportunities with practitioners, hands-on experience, and field observation. All students participate in UIL, student leadership, and service opportunities while in high school. For those students interested in health professions, Fox Tech High School currently offers paths to becoming a Certified Nursing Assistant (CNA) or a Certified Medical Assistant (CMA).

It is the goal of the Fox Tech Nursing P-TECH to provide students the opportunity to continue their Nursing education at four-year universities or be first in line for employment with Metropolitan Methodist Hospital. Further, Nursing P-TECH coursework will support the foundational knowledge of Nursing by either fulfilling prerequisites or providing earlier, increased exposure to content. Whenever possible, Fox Tech Nursing P-TECH students will take dual credit (DC) courses to satisfy both foundational school requirements and course requirements for their certificate/degree program at SAC. Advanced Placement (AP) courses are available to prepare students for rigorous college coursework. Fox Tech students must meet TSI requirements identified by the Alamo colleges prior to enrollment in dual credit courses. Prerequisites for SAC's Nursing AAS degree include: BIOL 2401 - Human Anatomy and Physiology I, PSYC 2301 - General Psychology, PHIL 2306 - Introduction to Ethics, ENGL 1301 - Composition I, BIOL 2402 - Human Anatomy and Physiology II, PSYC 2314 - Lifespan Growth and Development, and BIOL 2420 - Microbiology for Nursing and Allied Health.

For SY 2020-2021, the Fox Tech Health Professions course sequence tentatively includes:

- 9th Grade: Pre-AP English I, Algebra I or Pre-AP Geometry, Biology or Pre-AP Biology, AP Human Geography\*, Spanish I/II, Principles of Health Science, AVID, and Physical Education (PE) or Fine Arts Elective.
- 10th Grade: English II or Pre-AP English II, Geometry or Pre-AP Algebra II, Chemistry or Pre-AP Chemistry, World History or AP World History, Spanish II/III, Anatomy & Physiology, Medical Terminology, and PE or Elective.
- 11th Grade: AP English III or ENGL 1301/1302 DC\*, Algebra III or Pre-AP Calculus or Pre-Calculus Dual Enrollment at UT (DE), AP Physics or PHYS 2425 DC\*, U.S. History or AP U.S. History, AP Psychology\*, Health Science Theory or Health Science Clinical.
- 12th Grade: AP English IV or ENGL 2322/2323 DC\*, Pre-Calculus or AP Calculus AB/BC, AP Biology\* or AP Chemistry\*, AP Government/Economics or GOVT 2305 DC\*/ECON 1301\*, Science Elective, and Practicum and Extended Practicum in Health Science.

\*denotes new courses/sequence.

**Statutory Requirements (Cont.)**

3. Name the IHE and describe how the proposed program will meet the requirements for the partnership, as described on page 8 in the 2019-2020 P-TECH and ICIA Planning Grant Program Guidelines.

San Antonio College (SAC) is a Hispanic-Serving Institution located in the heart of inner-city San Antonio, Texas, approximately 150 miles north of the U.S./Mexico border. SAC is the largest single-campus community college in Texas, educating 17,195 students in fall 2017 (Alamo Colleges Factbook, 2017). Nearly two in three (60.7%) of all students are Hispanic (Alamo Colleges Factbook, 2017). In Fall 2017, Students aged 25 and older represented approximately one-third of all students and 81.4% of all students attended part-time (Certified Fall Student Profile, 2017). Most of SAC's students reside within the city of San Antonio.

The college is accredited by the Southern Association of Colleges and Schools Commission on Colleges and offers more degree and certificate programs than any college or university in San Antonio. SAC's 150 degree and certificate programs are responsive to the needs of industry and to students' varied aspirations. All general education courses taught at SAC are transferable to any Texas public university, and the majority are transferable to private universities through articulation agreements.

SAC's open-enrollment admissions policy and affordable tuition have opened doors to economic opportunity for low-income individuals since 1925. The college educates a large number of low-income, minority, first-generation-in-college (first-generation) students who need intensive support to succeed in higher education. Data from SAC Institutional Research and Effectiveness indicates that over half (51.2%) of all SAC students are economically disadvantaged (Certified Fall Student Profile, 2017). According to the College for all Texans 2018-19 College Costs report, the total annual cost of attendance for full-time students at SAC (\$17,290) is \$6,011 to \$36,062 less than the total annual cost for students who begin at a public or private university.

4. Name the regional industry or business partner and describe how the proposed program will meet the requirements for the partnership, as described on page 8 in the 2019-2020 P-TECH and ICIA Planning Grant Program Guidelines.

With a diverse mix of nationally-recognized healthcare systems, well-regarded research institutions, health profession education programs, cutting-edge biotech companies, and successful national corporations, San Antonio's bioscience and healthcare industry dominates the local economy.

SAISD will partner with Metropolitan Methodist Hospital and SA Works to provide 100% of participating students access to appropriate work-based education at every grade level, addressing regional workforce needs, giving participating P-TECH students first priority in job interviews for which the student is qualified, and whose MOU be reviewed at least every two years and updated as necessary. Additionally, SAISD is actively discussing numerous potential industry/business partners including hospitals, clinics, and nursing homes to bolster the burgeoning program.

Methodist Healthcare is recognized as the most respected and preferred healthcare provider in the South Texas community because of its outstanding team of nurses, medical professionals, and physicians. Its network of greater San Antonio hospitals include Metropolitan Methodist Hospital (MMH). As one of downtown San Antonio's most comprehensive hospitals, MMH has won an "A" in Hospital Safety for a fifth year in a row (2018) and was the only hospital in San Antonio to ever win the Top General Hospital Award (2017). MMH is constantly seeking highly skilled healthcare workers into its workforce and plans to align the Fox Tech Nursing P-TECH with its core competency and build community partnerships.

SA Works is an industry-led workforce organization aligning San Antonio's education providers and private sector to promote economic mobility. Its goal is to reduce the skills gap in target industries, including healthcare, by producing the needed skills from local education and training programs to create a robust workforce pipeline. SA Works is organized under the the San Antonio Economic Development Foundation to further align San Antonio's economic and workforce development strategy.

**TEA Program Requirements**

1. Describe the current leadership team. Include a list of the individuals and their titles, along with how often the leadership team will meet, the dates of meetings that have already been held, any upcoming meetings, and agenda topics.

Leadership Design Team Members: Johnny Vahalik, CCMR Senior Executive Director; Liz Ozuna, Director of Advanced Academics; Jennifer Benavides, Fox Tech Principal; Marisa De La Cerda, Fox Tech Lead Counselor; Fox Tech Secretary; Stella Cirlos, M.S.N., R.N., SAC Nursing Department Chair; Dr. Vernell Walker, SAC Dean for Academic Success; and Dr. Robert Vela, SAC President.

Bi-monthly Leadership Design Team meetings will ensure the Implementation Plan is completed by due date and provide communication, leadership, decision-making, and opportunities for the Fox Tech High School Principal to ensure that any problems with project implementation are addressed immediately via leadership and directives from Superintendent Pedro Martinez. Agenda topics will include: school design, student recruitment, establishing partnerships, creating an articulation agreement, creating pathways to industry-based certifications, and appropriate work-based learning opportunities at all grade levels.

Additionally, the Nursing P-TECH Leadership Design Team will be supported by the Fox Tech Health Advisory Board consisting of medical specialists, physicians, registered nurses, and academic administrators from: the University of Texas at San Antonio, St. Mary's University, University of the Incarnate Word, the VA Hospital, Air Force, Gonzaba Group, and the Baptist Hospital System. Further, SAISD District Grants will support the Nursing P-TECH Leadership Design Team in grant activities, compliance, and reporting.

2. Describe the current wrap-around strategies and services the campus is offering, as well as the additional strategies and services that are planned to support P-TECH.

In support of Fox Tech High School, SAISD currently provides wrap-around services to students through the Office of Student Support Services and Family & Student Support Services. The Student Support Services Department oversees programs that support students' academic success. Support includes: social-emotional resources, social work, course scheduling, academic support, college readiness, school counseling, comprehensive support for school-age pregnant and parenting teens, student uniform assistance and connecting with critical community resources, including those without a permanent address or in foster care settings. The Family & Student Support Services program exists to provide child and family support in order to promote student potential and ability for academic and personal growth. School Social Workers work in partnership with children, families, schools and community members to remove barriers for families and improve student academic achievement. Specifically, Fox Tech has two full-time licensed school counselors who assist students with both social-emotional well-being and academic counseling such as graduation plans, course completion, and instructional support. Additionally, a full-time college advisor assists students in finding a college/university, applying to college, coordinating college visits, as well as identifying and securing financial aid. Further, Fox Tech teachers and administrators offer additional academic support through regular after-hours tutoring.

Additional wrap-around services available to students in the Nursing P-TECH will be administered by SAC's Student Advocacy Center which provides social services resources to students who might otherwise resort to dropping out to instead persist and complete their degree or certificate. The SAC Student Advocacy Center provides: a food pantry, available twice a month; clothing closet, available twice a month; book voucher program of a \$50 gift card for the campus book store; and case management services including applications for public assistance such as SNAP, WIC, or Medicaid as well as referrals for supportive or emergency services (i.e. housing, healthcare, child care, and utility assistance).

**Request for Grant Funds**

List all of the allowable grant-related activities for which you are requesting grant funds. Include the amounts budgeted for each activity. Group similar activities and costs together under the appropriate heading. During negotiation, you will be required to budget your planned expenditures on a separate attachment provided by TEA.

Description of Activity or Cost	Amount Budgeted
<b>Payroll Costs (6100)</b>	
1. Teacher Extra Duty Pay - Professional Development, Travel, Curriculum Planning and Development	\$7,481
2.	
3.	
4.	
5.	
<b>Professional and Contracted Services (6200)</b>	
6. Consulting Services - Develop Stronger Partnerships with P-TECH Partners	\$30,000
7. Contractual Services - Marketing and Student Recruitment Materials	\$4,000
8.	
9.	
10.	
<b>Supplies and Materials (6300)</b>	
11. N/A	0
12.	
<b>Other Operating Costs (6400)</b>	
13. Travel to Exemplary Nursing Bridge School Models	\$6,000
14.	
15.	
<b>Capital Outlay (6500)</b>	
16. N/A	0
17.	
Total Direct Costs	47,481
Total Indirect Costs	2,519
<b>TOTAL GRANT AWARD REQUESTED</b>	50,000
(Total Direct Costs + Total Indirect Costs)	



**ATTACHMENT 1: Documentation of Collaboration**

Use this form to document the collaboration with regional/local workforce board and/or chamber of commerce. Include a regional labor market snapshot aligned with the CTE program of study described in Statutory/Program Requirement #2 on page 5 of the application. The regional/local workforce board and/or the chamber of commerce should be specifically identified and names of the individuals who collaborated with the grant applicant should be listed. Limit to one page

**Workforce Solutions Alamo (WSA) Collaboration:**

- SAISD College, Career, and Military Readiness (CCMR) Department reached out to George Hempe (WSA President), Gerald C. Gonzales, Jr. (WSA Business Engagement Manager), and Belkiss Rodriguez (WSA Community Initiative Manager) regarding the three-way partnership between schools, colleges, and industry/business partners to design, monitor, and oversee the program with a focus on marketable soft skills as well as diplomas, certifications, and degrees. Finally, SAISD plans to further integrate labor market data and present the P-TECH model to WSA and interested parties.
- Alamo STEM Workforce Coalition board membership, George Hempe and Johnny Vahalik (SAISD Senior Executive Director of CCMR)

**WSA Labor Market Snapshot:**

- Registered Nurses, 24,780 projected annual average employment by 2024 with a projected increase of 30.6% from 2014 to 2024.
- Licensed Practical & Licensed Vocational Nurses, 7,480 projected annual average employment by 2024 with a projected increase of 22.3% from 2014 to 2024.
- Nursing Assistants, 7,330 projected annual average employment by 2024 with a projected increase of 28.2% from 2014 to 2024.
- Medical Assistants, 5,720 projected annual average employment by 2024 with a projected increase of 32.3% from 2014 to 2024.

**San Antonio Works and San Antonio Economic Development Foundation Collaboration:**

- SA Works' Executive Director, Romanita Matta-Barerra, signed a letter supporting SAISD's Nursing P-TECH
- To coordinate collaborative efforts between SAISD, Bexar County Economic & Community Development, and other industry partners